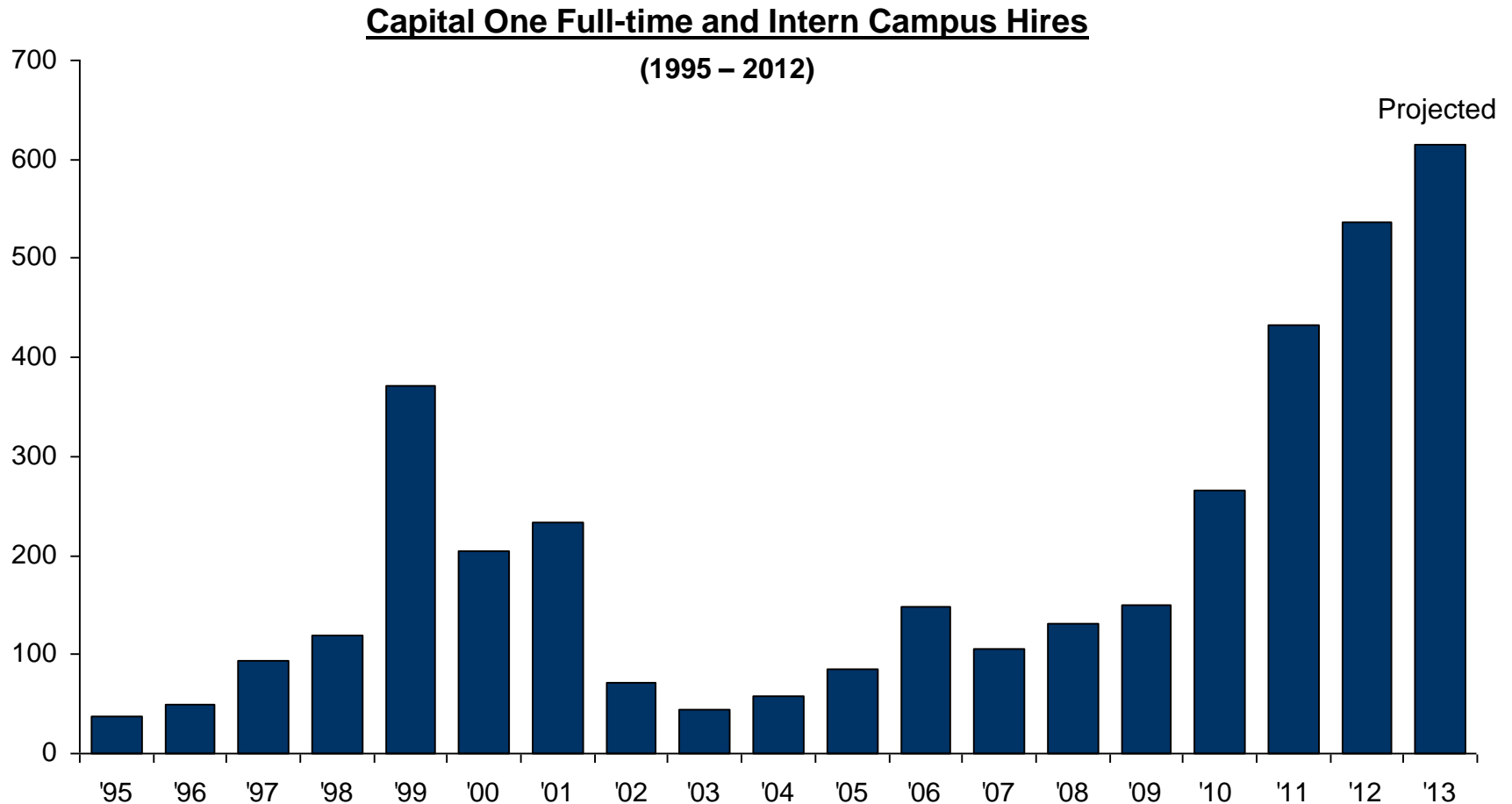




## Higher Education Advisory Committee

David Wright  
June 27, 2012

# Campus Recruiting is a key source of talent for Capital One, with hiring volume projected to continue increasing in 2013

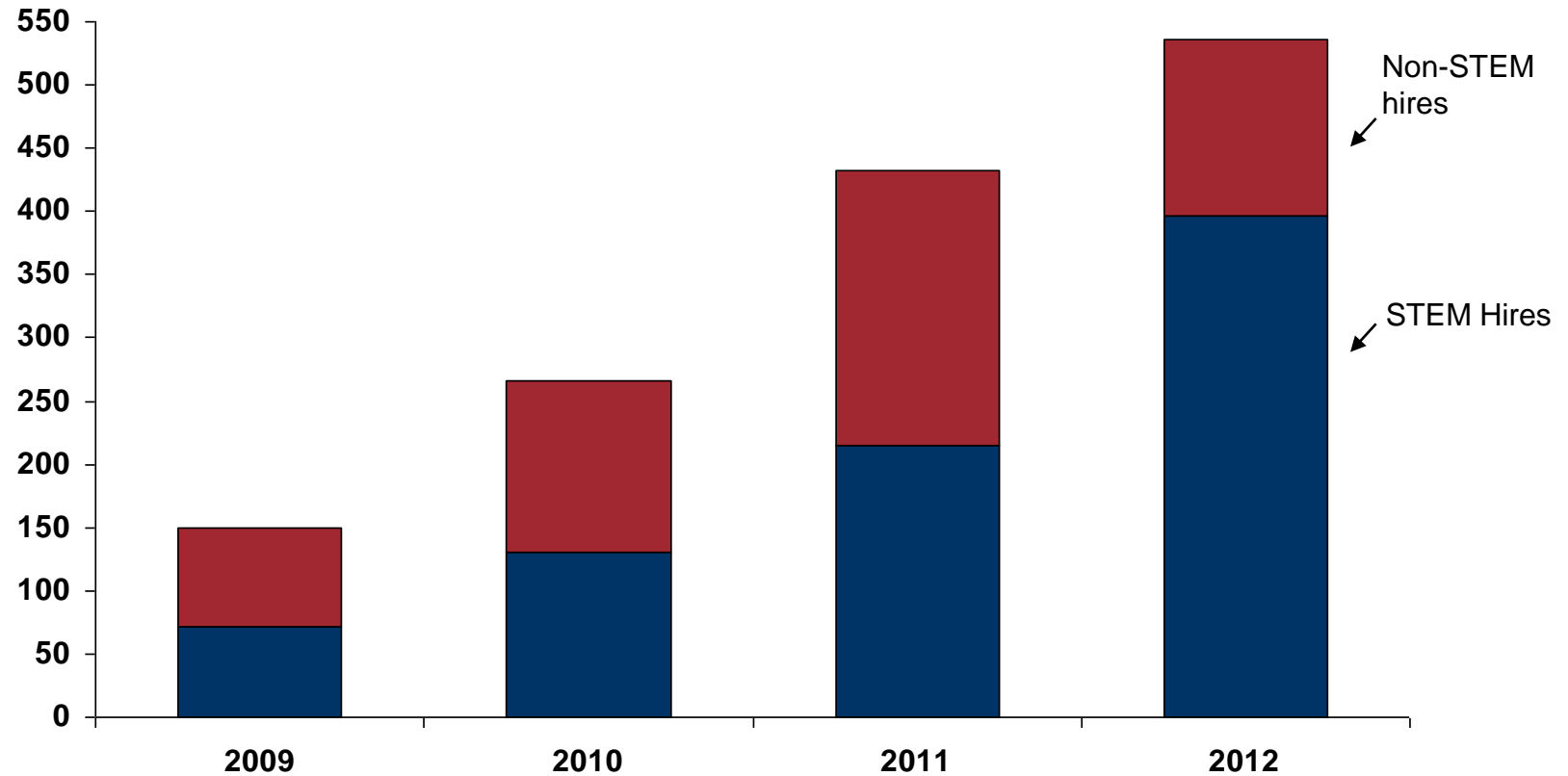


**On average, ~20% of our recent campus hires come from Virginia colleges & universities**

# STEM majors are an increasing source of talent for Capital One, representing 74% of this year's class

## Full-Time and Intern Campus Hires

2009-2012



# As we continue to see demand for campus talent increase across the board, much of hiring volume will be in STEM-heavy job families

## Information Technology

- Campus hiring continues to be a focus with a demand for over 100 hires in 2013
- IT Development Program offers world-class career path, training and mentoring
- Strong need for technical talent, e.g. developers

## Analyst Roles

- Largest job family for campus, representing a projected 200+ hires for 2013
- Analyst roles includes Business Analyst, Operations Analyst, Data Analyst and Statisticians
- All roles require strong analytical and quantitative skills
- Analyst Development Program provides training, development and mentoring

STEM majors are also a key source of hires for other tracks including:  
Finance, Project Management, and Banking

# We leverage technology and analytical skills to give back to the communities in which we live and work

## JusticeServer

- Cross-functional team of 15 associates from IT, Legal, Communications and Supply Chain Management, BSAs and Brand developed the program in partnership with Legal Aid
- New technology platform that will assist 1500-5000 low-income clients in Central Virginia each year by doubling Legal Aid capacity in the next 12 months

## FeedMore

- Cross-functional team of associates from IT, Strategy Analysis and Program Management helping drive creation of a technology and business strategy to better serve growing need for food in Central Virginia
- Evolving effort will ultimately involve process engineers and marketing
- Leveraging new college hires and interns in IT to bolster the program in its early stages

### Capital One Pro Bono Corps at a Glance

- Pro Bono volunteers have donated more than 18,000 hours to 250+ nonprofit partners, resulting in \$5.7MM worth of professional services since 2008
- Pro Bono teams are active in many COF functions, including Brand, IT, Legal, HR/CRE, Translation Services, Finance and more